

To: Dr. Charles Shields, President  
Fairmont State University Faculty Senate

From: Dr. Matthew Hokom, Chair, Faculty Senate Personnel Committee

Date: April 8, 2021

Subject: Faculty Senate Personnel Committee Report, 2020-2021 academic year

## **SENATE PERSONNEL COMMITTEE REPORT**

### **ACADEMIC YEAR 2020-2021**

**Members:** Dr. Matthew Hokom, Chair, Dr. John O'Connor, Dr. Galen Hansen, Dr. Charles Shields, Dr. Fran Young.

#### **Committee Business:**

The committee considered five candidates. Four applied for promotion to Assistant Professor and for tenure. One candidate applied for promotion to Professor. All candidates who applied for promotion were recommended for promotion and all candidates who applied for tenure were recommended for tenure.

As there was no support for sabbaticals this year, no sabbatical applications were considered.

The committee also makes the following recommendations and observations.

1. A timetable in which the committee is not required to do all of its work over winter break would be preferable. The committee members either need to get the portfolios earlier (say early November) and/or be allowed to submit our recommendations later (say the end of January).
2. In the past applicants were allowed to view model portfolios of past successful candidates. An equivalent practice with electronic portfolios would likely be very helpful to future candidates.
3. While the committee understands the desire for standardization behind the evaluation forms which reviewers are asked to complete, those who evaluate candidates should be allowed and encouraged to do more than simply "fill in the blanks." No form or rubric, no matter how well designed, will be ideal for every candidate or reviewer, and longer, narrative evaluations should be encouraged when whoever is writing the evaluation deems it appropriate. Or, to put it more directly, we don't want to see the evaluation process over-simplified or dumbed down for the sake of standardization. Academics are presumably intelligent and well educated. Give them the license to utilize this intelligence when they evaluate a candidate.
4. The committee urges the Senate to continue calling attention to sabbaticals. Sabbaticals are still recognized in BOG Policy 3 and are part of our charge.

The committee will also share these recommendations with VP Incitti.